



Supporting the Navy's Workforce Strategy

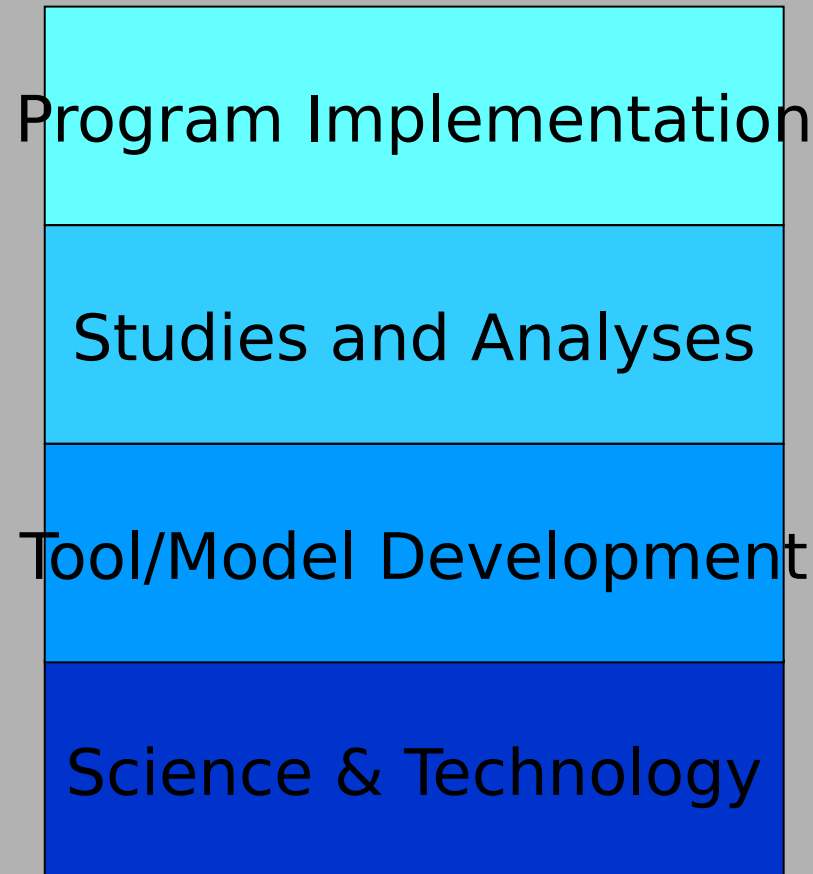
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Director

Workforce, Education and
Training

September 3, 2016

A Simplified View of Workforce R&D



What we do and where it fits



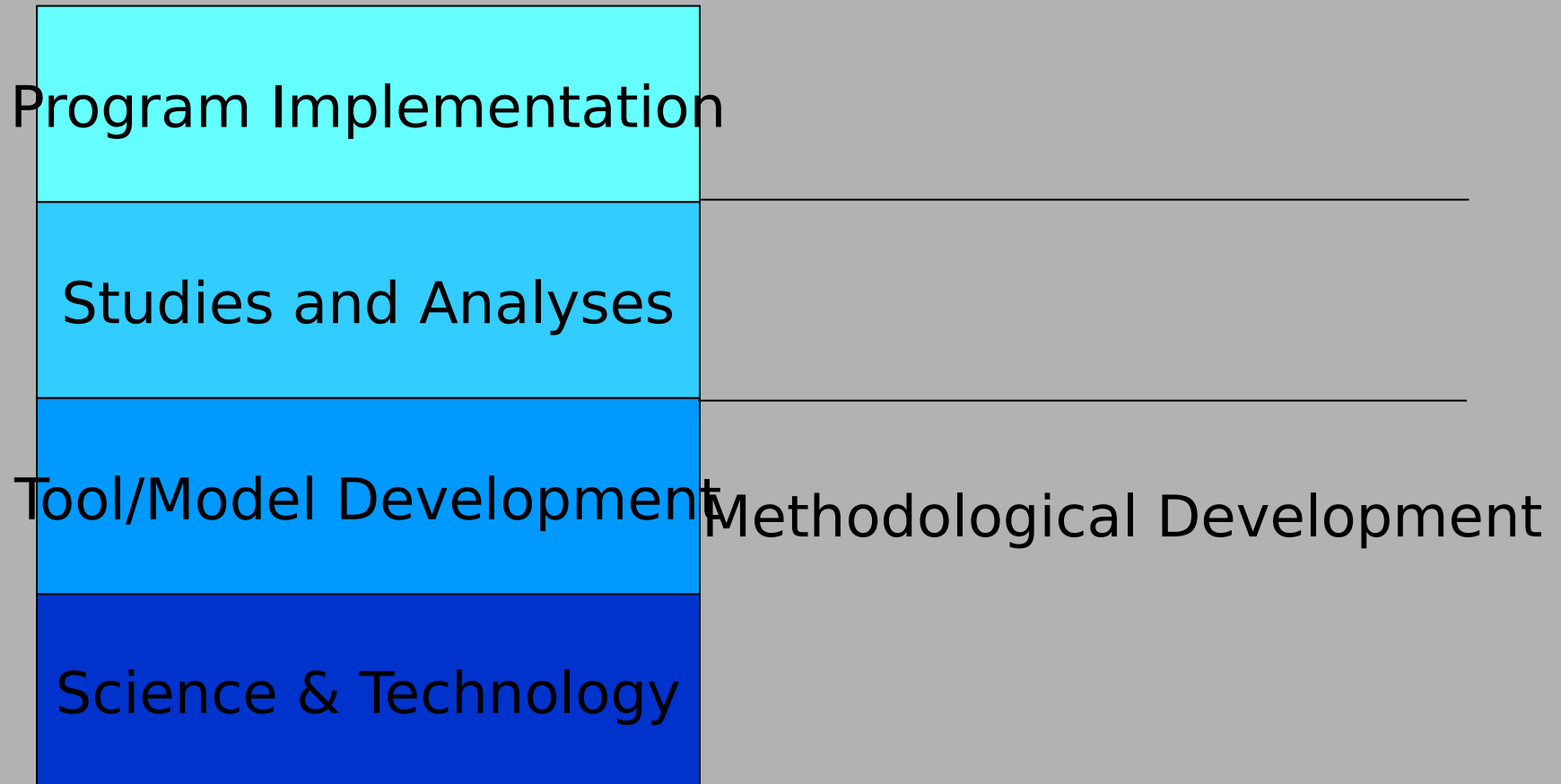
Program Implementation

Studies and Analyses

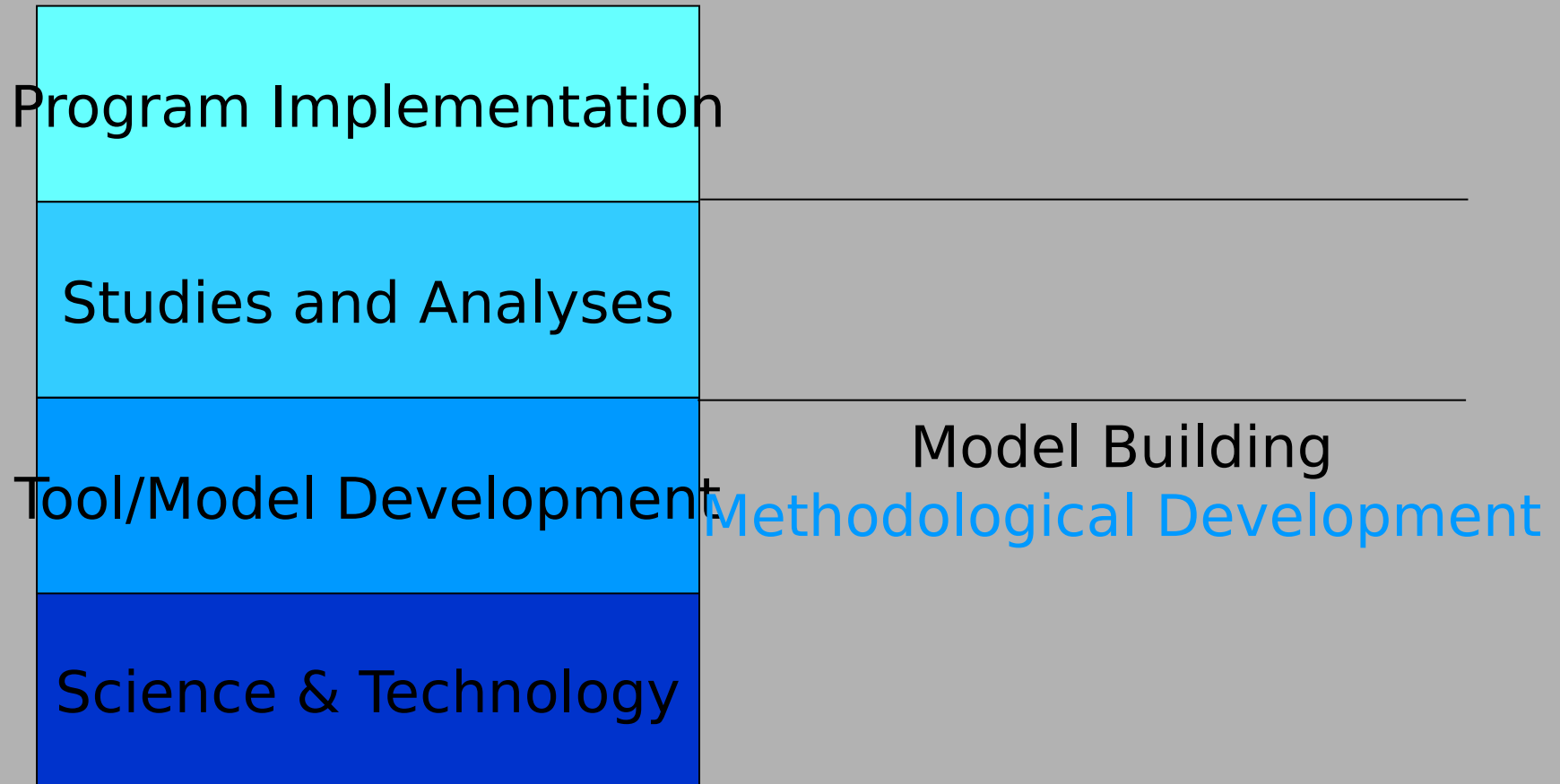
Tool/Model Development

Science & Technology

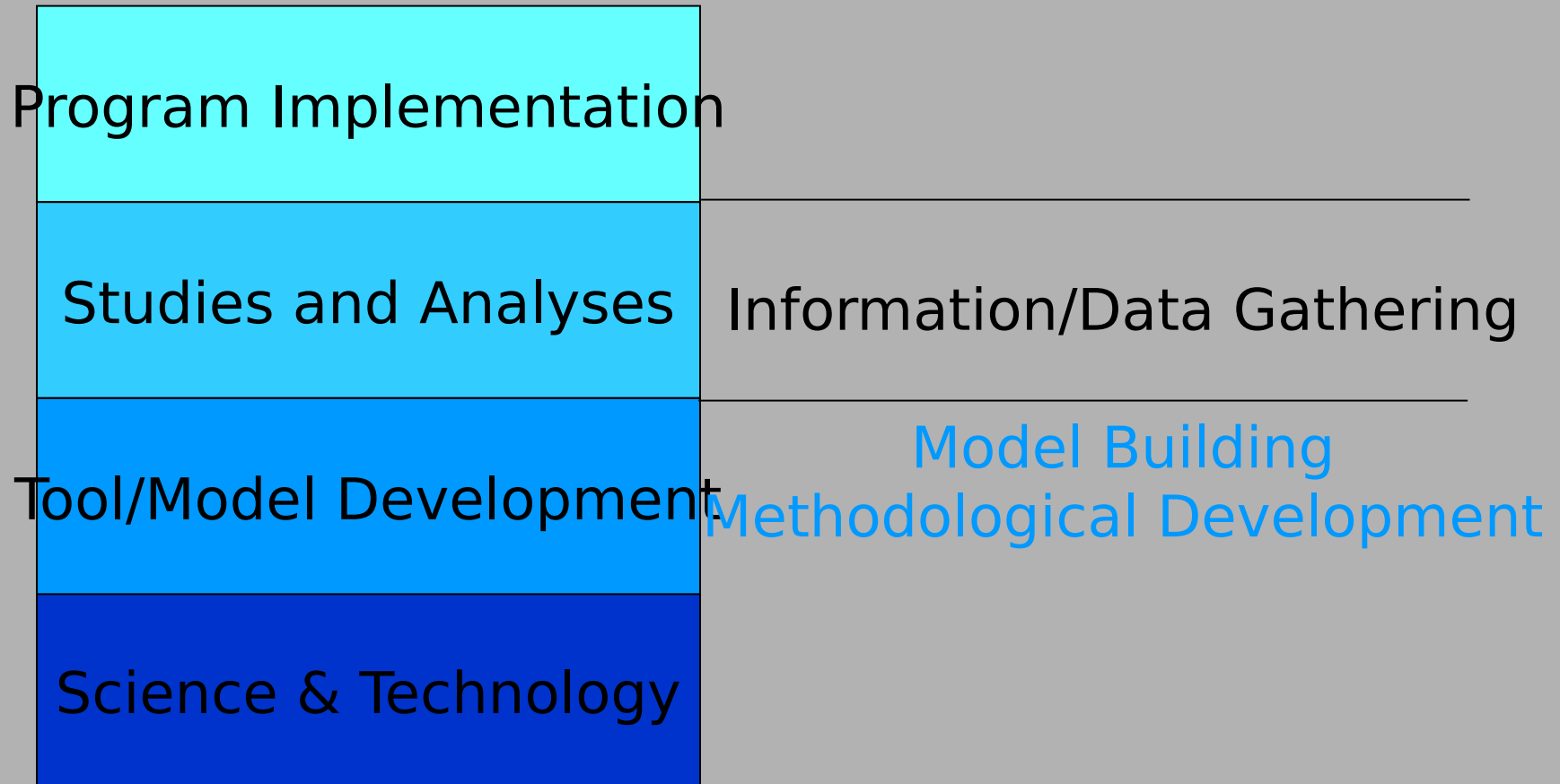
What we do and where it fits



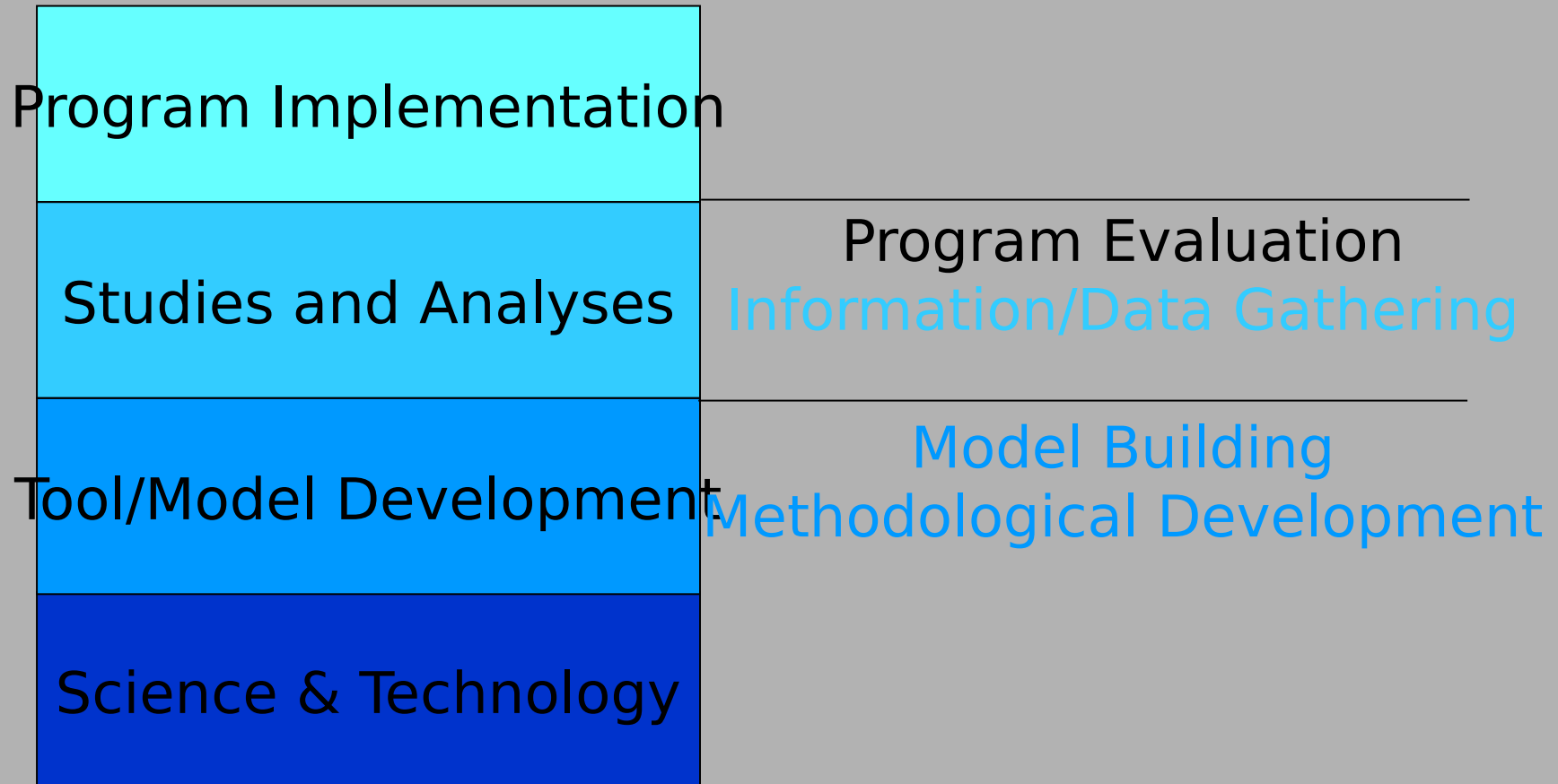
What we do and where it fits



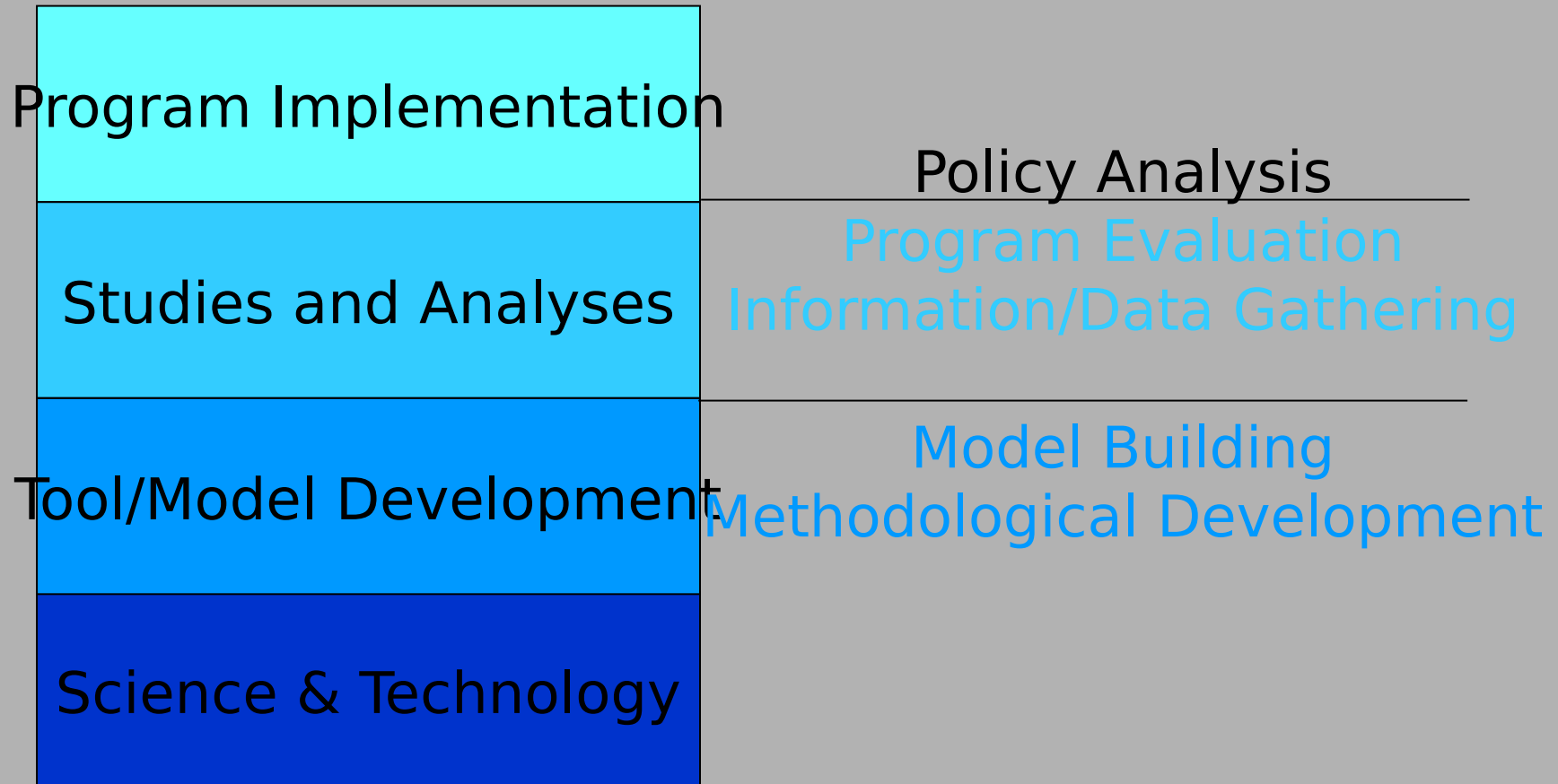
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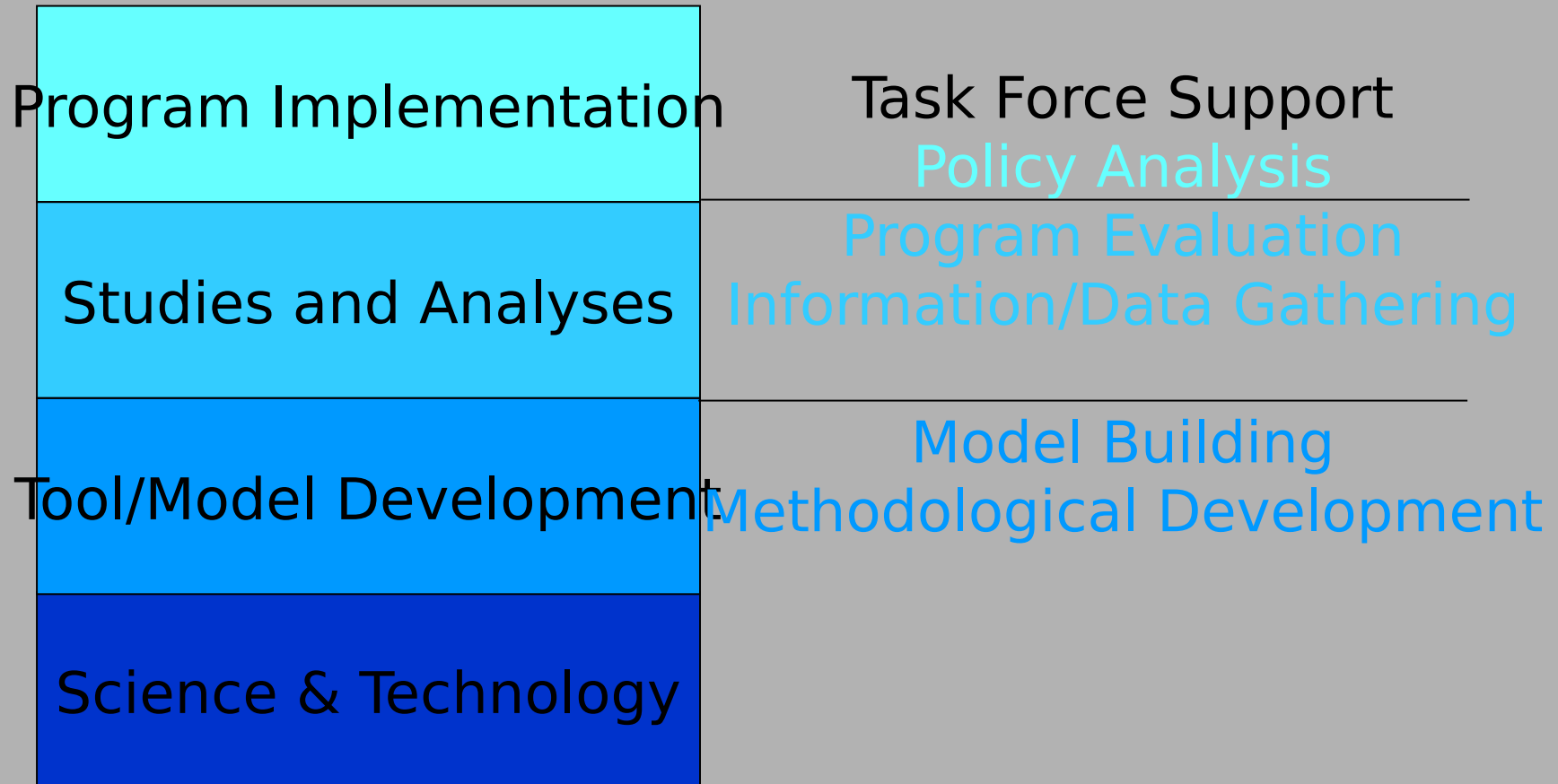
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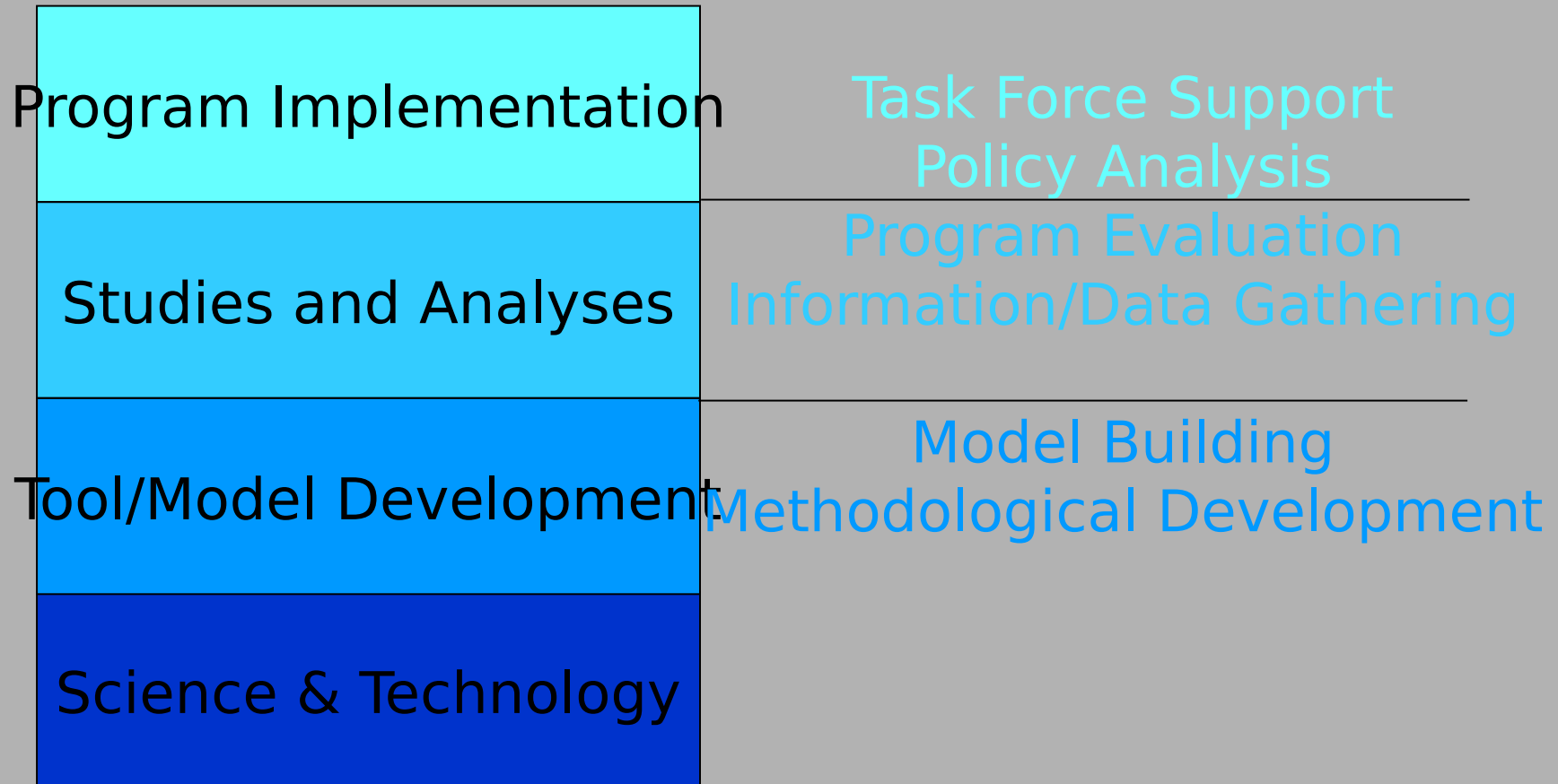
What we do and where it fits



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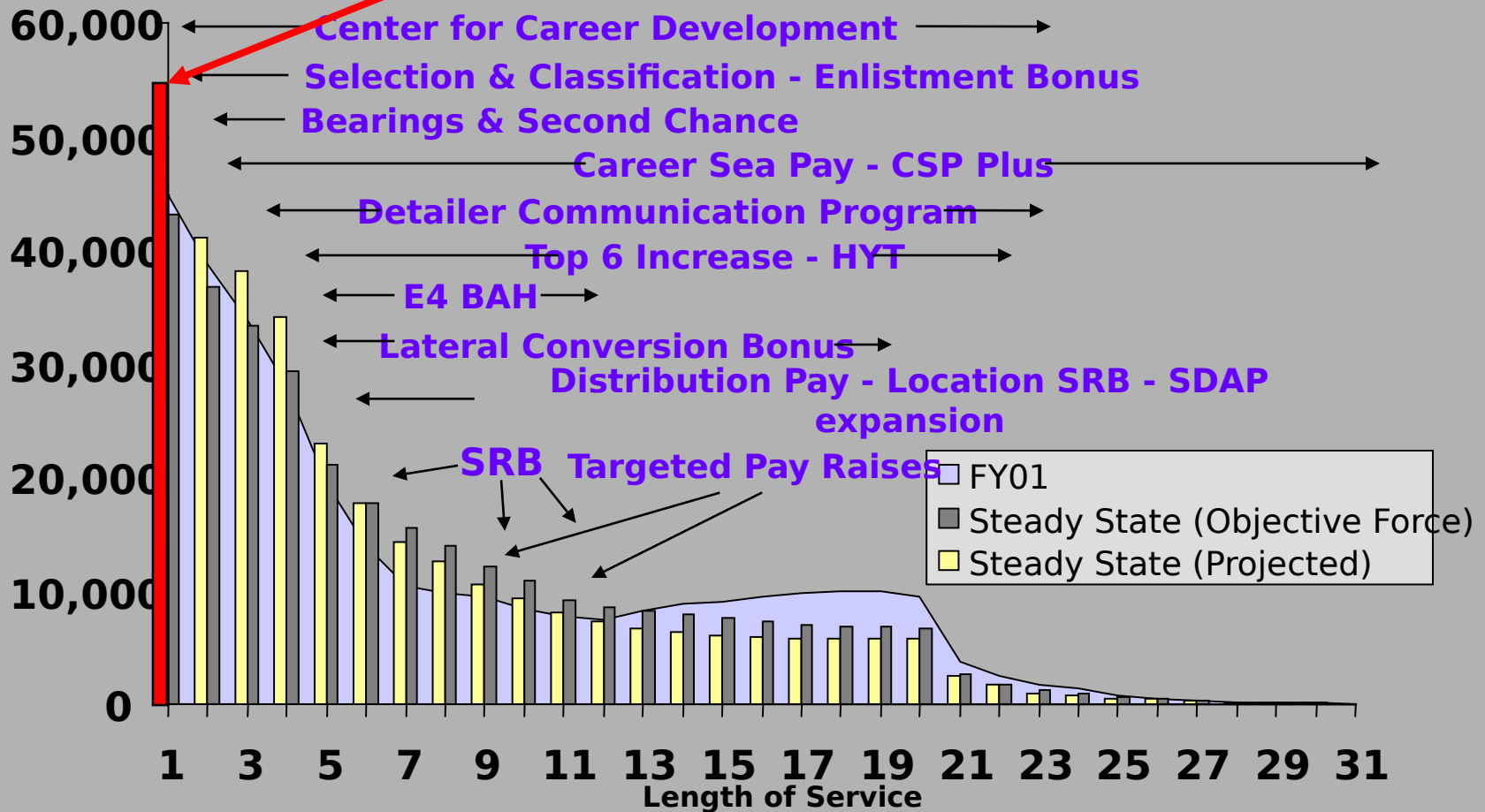


What we do and where it fits



Enlisted Focus Area

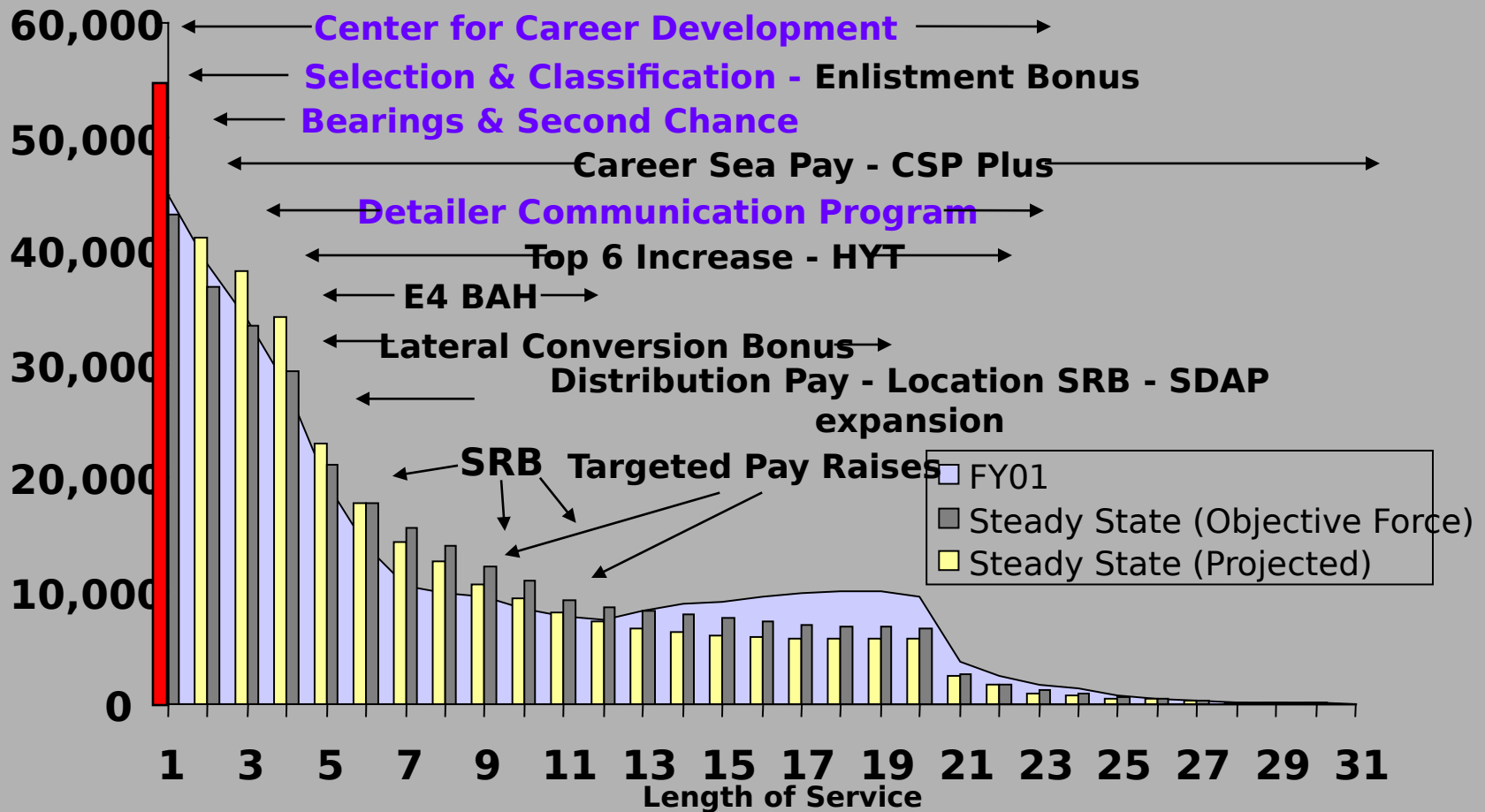
We Work In Year "0"



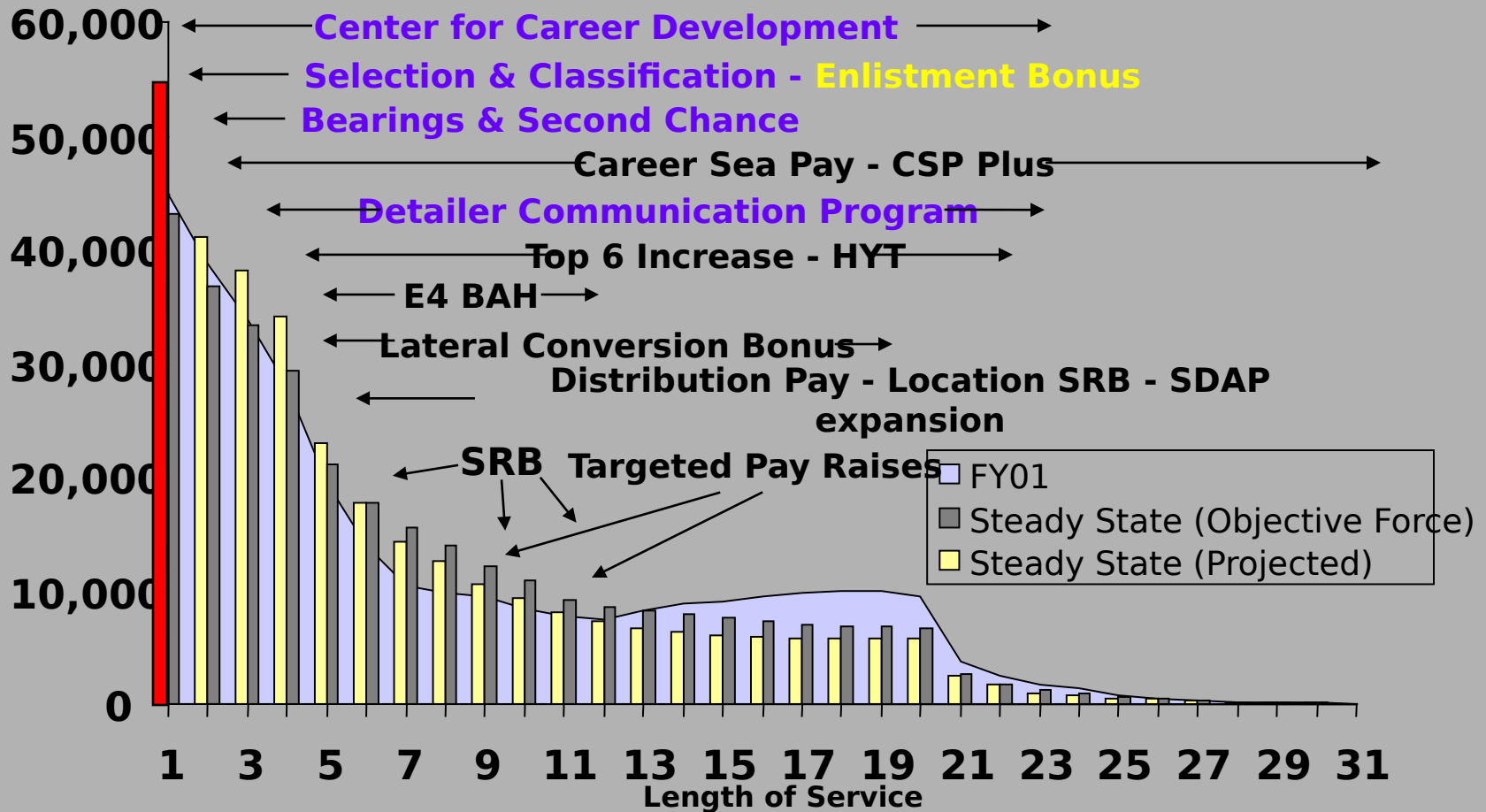
Compensation



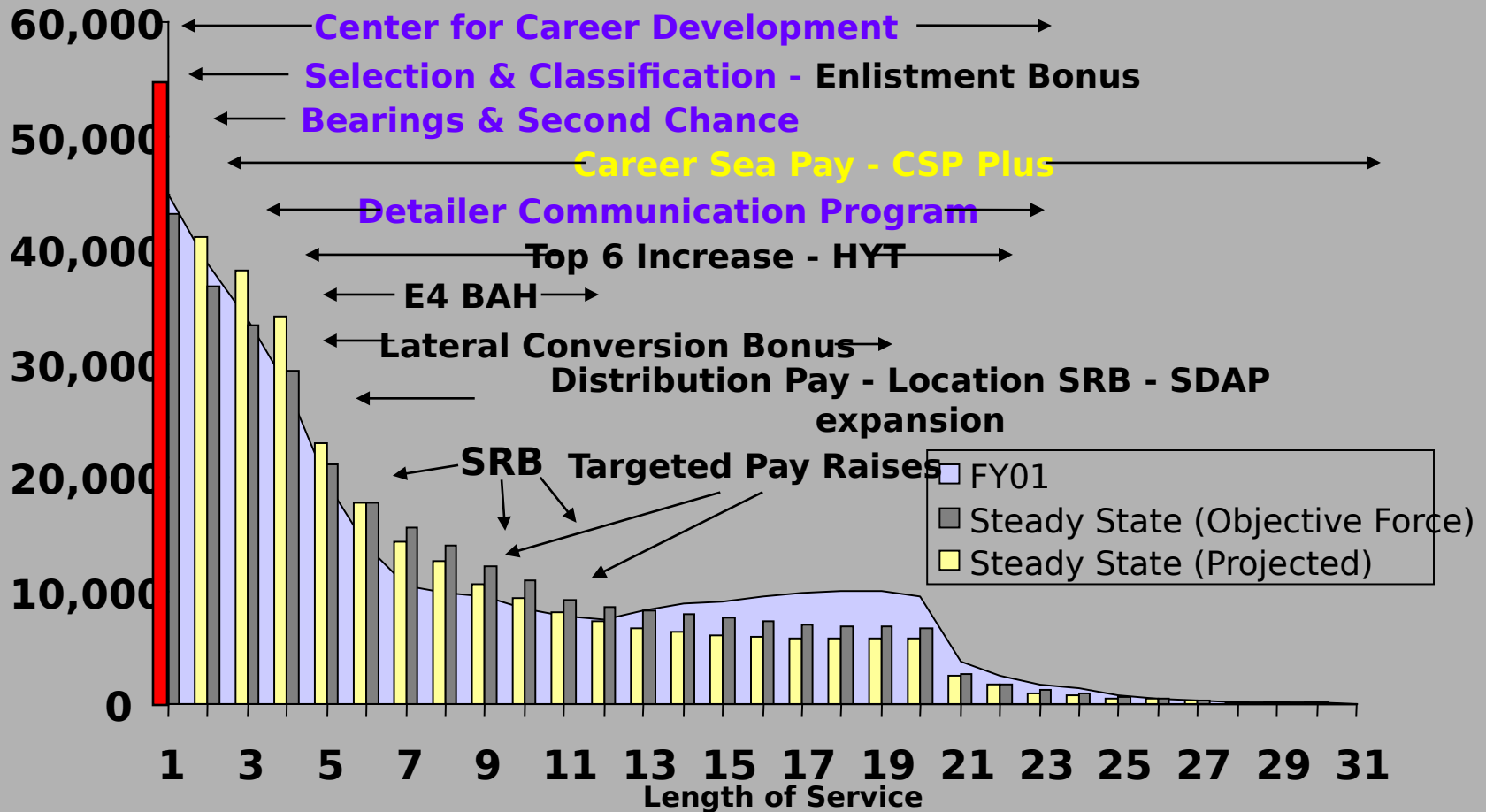
Programs



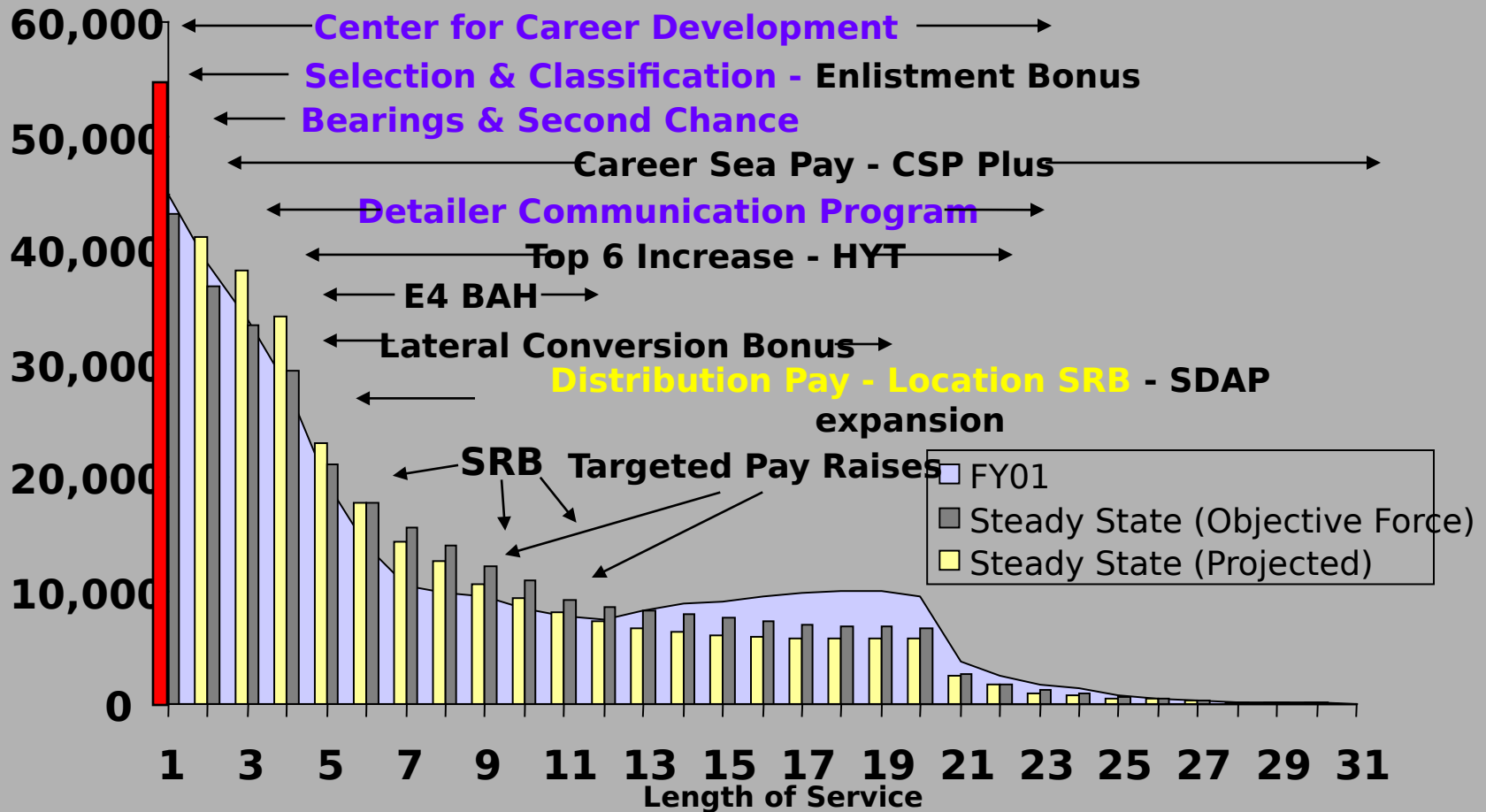
Relevant CNA Studies



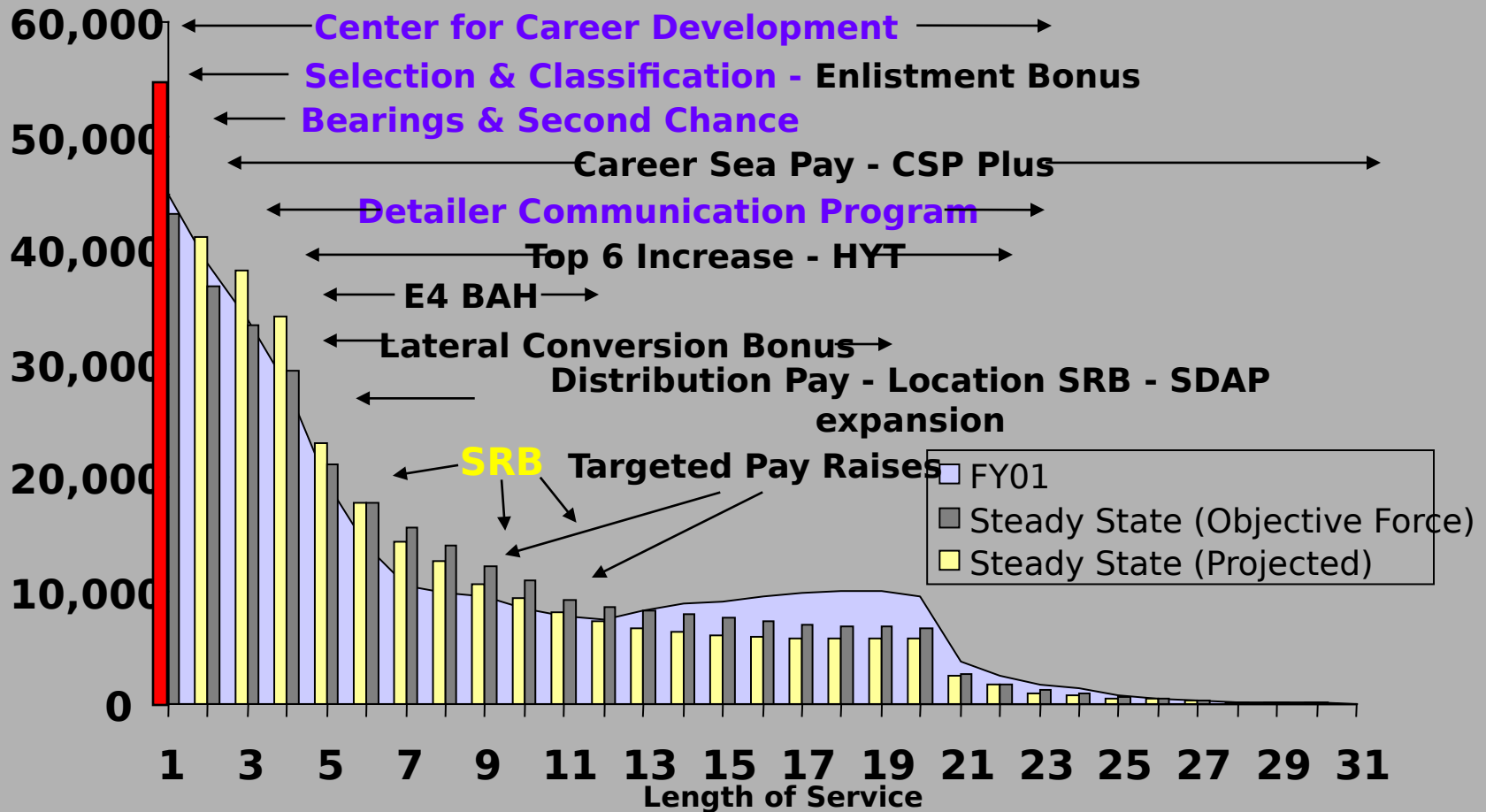
Relevant CNA Studies



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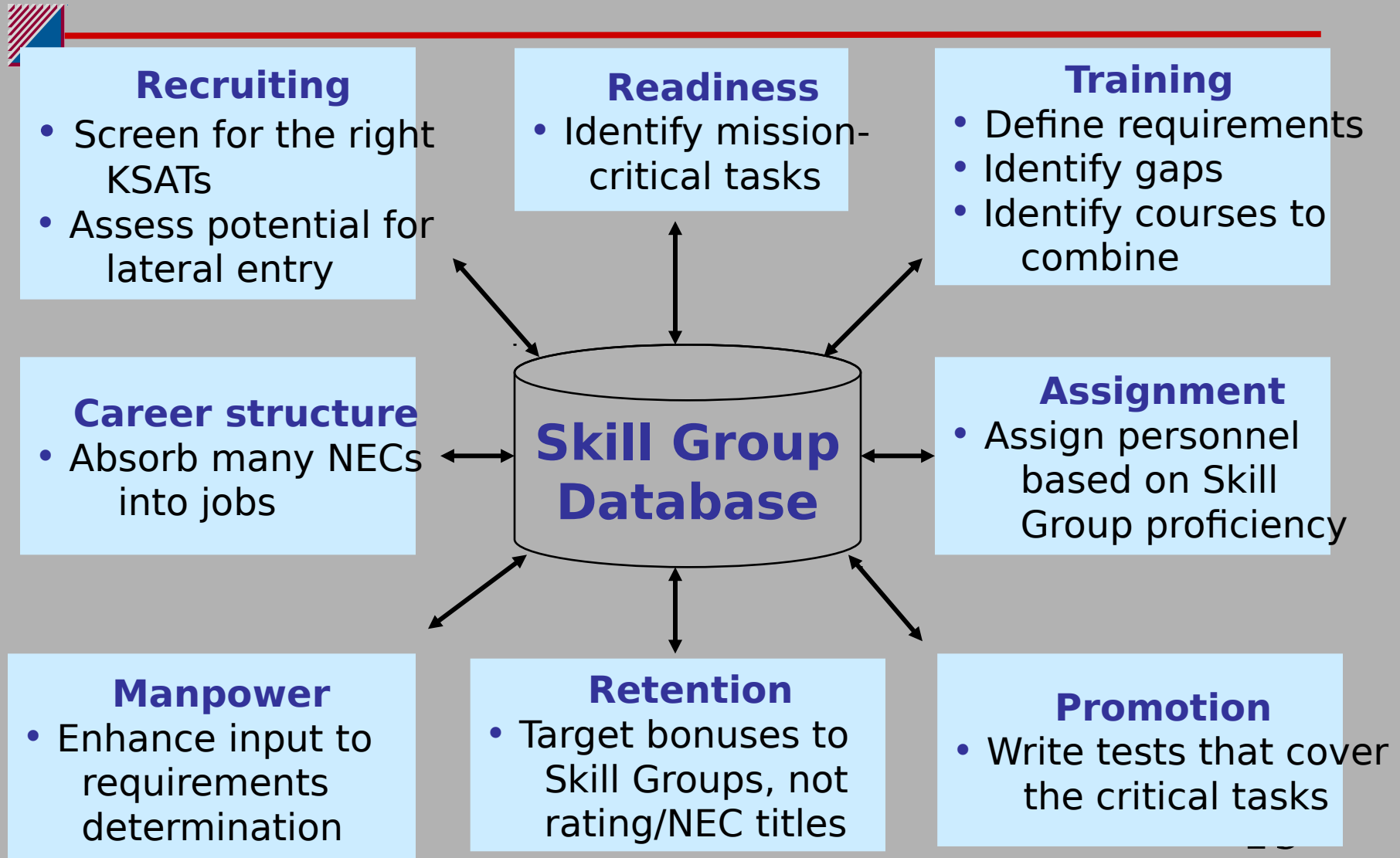
In Search of the “True Manpower Requirement”

- Looking inside the “black box”
 - Quantify the impact of long forgotten assumptions
 - Identifying ways to integrate costs and innovation in the process
- Standard Navy Workweek
 - Empirical assessment of the “model” vs. reality

Developing an Alternative Approach to Defining Work

- Replacing Occ Stds with Skill Objects
 - More comprehensive by accounting for **K**nowledge, **S**kills, **A**bilities and **T**ools (KSAT)
 - More direct cross walk to civilian jobs (DOL)
 - Creates a Skill Object database with multiple applications
- Applications
 - IT Workforce
 - DDG-51
 - Navy-wide

Potential Applications



Challenges Ahead



-
- Keeping up with the Secretary and CNO
 - IT transition and data availability
 - Declining core funding

Questions?

